

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1999-0048  
Revision No.: 3  
Date of Last Revision: 02/14/2001

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State: Oregon

Area: Oregon Counties of Benton, Lincoln

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Employed on EPA contract for Facilities Operation and Maintenance services.

Collective Bargaining Agreement between Transcontinental Enterprises, Inc. and Industrial, Technical, and Professional Employees Union AFL-CIO effective August 19, 1998 through August 18, 2002 and amended on January 10, 2001.

In accordance with Sections 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

## ADDENDUM

WHEREAS, TRANSCONTINENTAL ENTERPRISES, INC., (hereinafter referred to as the "Company") and the INDUSTRIAL TEHCNICAL AND PROFESSIONAL EMPLOYEES UNION, AFL-CIO (hereinafter referred to as the "Union",) have entered into a National Agreement on August 18, 1998, and

WHEREAS, the the Union has been duly designated by the Company's non-supervisory employees at FACILITY OPERATIONS MAINTENANCE SUPPORTS SERVICES FOR CORCALLIS AND NEW PORT, OREGON, as their collective bargaining representative, and

WHEREAS, the aforementioned National Agreement provides for the Company and the Union to negotiate wages and fringe benefits for each facility covered thereby and to enter into an Addendum setting forth these economic terms,

NOW, THEREFORE, it is hereby agreed as follows:

WAGES		
Current	Current	MARCH 1, 2001
Computer Operator II	\$11.60	\$12.06
Computer Operator III	\$13.30	\$13.83
Electrician	\$15.35	\$15.96
Painter	\$14.25	\$14.82
Plumber	\$14.85	&15.44
General Maintenance	\$13.60	\$14.14
Maintenance Trade Helper	\$11.55	\$12.06
HVAC Mechanic	\$14.95	\$15.55
Shipping and Receiving	\$11.35	\$12.06

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There will be a requirement for One (1) lead position and this position will receive in increases in addition to their regular or overtime rate of pay.

	<b>Current</b>	<b>March 1, 2001</b>
Maintenance	<b>\$2.05</b>	<b>\$2.50</b>

#### **HEALTH AND WELFARE**

##### **CURRENT AND EFFECTIVE MARCH 1, 2001:**

The Company agrees to provide on a non-contributing basis a comprehensive major Medical Plan for each employee covered by this Collective Bargaining Agreement.

The Amount of benefits provided by the plan shall not be reduced during the effective contract period March 1, 2001 through February 28, 2003.

Employees that do not want coverage will be paid **One Dollar and Ninety cents per hour (\$1.90)** worked with a maximum of forty hours per week.

#### **VACATION**

##### **CURRENT AND EFFECTIVE MARCH 1, 2001:**

After one year of service, Two (2) weeks vacation

After five (5) years service, Three (3) weeks vacation.

After ten (10) years service, Four (4) weeks vacation.

The term "hours previously worked" shall include hours of vacation and holidays.

Length of service includes the whole span of continuous service with the present (successor) contractor, wherever employed, and with predecessor contractors in the performance of similar work at the same Federal Facility.

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## HOLIDAYS

### CURRENT:

- |                            |                     |
|----------------------------|---------------------|
| 1. New Years Day           | 6. Labor Day        |
| 2. Martin Luther King B.D. | 7. Columbus Day     |
| 3. Washington's B.D.       | 8. Veteran's Day    |
| 4. Memorial Day            | 9. Thanksgiving Day |
| 5. Independence Day        | 10. Christmas Day   |

### EFFECTIVE MARCH 1, 2001:

- |                                 |                         |
|---------------------------------|-------------------------|
| 1. New Years Day                | 6. Labor Day            |
| 2. Martin Luther King, Jr. B.D. | 7. Columbus Day         |
| 3. Washington's B.D.            | 8. Verteran's Day       |
| 4. Memorial Day                 | 9. Thanksgiving Day     |
| 5. Independence Day             | 10. Christmas Day       |
|                                 | 11. Emplpyee's Birthday |

## PENSION

### CURRENT:

The Company shall contribute to the ITPE Pension Plan the som of **Forty-five Cents (\$.35) per hour** for all straight time hours worked plus all hours of paid vacation, holidays, and sick leave, for each and every employee covered by this Agreement.

In executing this Agreement, the Company agrees to be bound by the terms and conditions of the Agreement and Declaration of Trust establishing the ITPE Pension Plan and any amendments duly adopted thereto.

The Company further agrees to be bound by all resolutions and other actions taken by the Board of Trustees of such Plan.

### EFFECTIVE MARCH 1, 2001:

The Company shall contribute to the ITPE Pension Plan the sum of **Fifty Cents (\$.50) per hour** for all straight time hours worked plus all hours paid vacation, holidays and sick leave, for each and every employee covered by this Agreement.

In executing this Agreement, the Company agrees to be bound by the terms and conditions of the Agreement and Declaration of Trust establishing the ITPE Pension Plan and any amendments duly adopted thereto.

The Company further agrees to be bound by all resolutions and other actions taken by the Board of Trustees of such Plan.

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## **SICK LEAVE**

**CURRENT AND EFFECTIVE MARCH 1, 2001:**

### **Section A.**

All employees shall receive paid sick leave benefits accruable on the basis of one (1) day of sick leave per each two (2) months worked (six (6) days per year).

### **Section B.**

All accrued unused sick leave benefits shall be paid to all eligible employees in cash at the end of each Government contract period, or when the employee leaves the company's employ, whichever comes first.

### **Section C.**

No employee shall be eligible for paid sick leave until they have accrued a minimum of one (1) day. Any employee who voluntarily resigns from the employment of the company and having accrued less than one (1) day of sick leave, shall not be entitled to sick leave pay.

### **Section D.**

Upon applying for paid sick leave benefits, an employee may be required to furnish the company with a signed bona-fide physician's statement attesting to the employee's physical condition and duty status.

### **Section E.**

It shall be a condition of qualifying for paid sick leave benefits that an employee call either their immediate supervisor or company representative within a reasonable amount of time prior to their regular scheduled work period, advising of their intention to take sick leave, in order that the company may obtain a temporary replacement.

## **BEREAVEMENT LEAVE**

**CURRENT AND EFFECTIVE MARCH 1, 2001:**

In instances of the death of a member of the immediate family of an employee occurring after the completion of the employee's probationary period, the Company will paid a leave of not to exceed **three (3) days** to enable such employee to attend the funeral and otherwise assist in arrangements pertaining to the burial of such member of the family. A day's pay will consist of the employee's regular base rate for the hours scheduled for the day during which the bereavement leave occurs and shall be applicable only to days within his regular work week. The term "**immediate family**", as used herein, is defined as consisting of the following members only:

**mother, father, spouse, children, sister, or brother.**

No employee otherwise entitled to bereavement leave under this Article shall receive such benefits unless he gives reasonable notice to the Company prior to taking time off for bereavement purposes and provides appropriate documentation of his bereavement upon request of the Company. In order to qualify for bereavement leave, an employee must have completed the probationary period set forth herein.

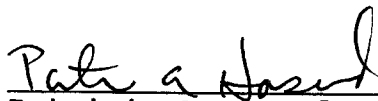
IN WITNESS WHEREOF, the parties hereto have executed this Agreement this  
10th day of January, 2001.

UNION

INDUSTRIAL TECHNICAL AND Professional  
EMPLOYEES UNION, AFL-CIO

COMPANY

TRANSCONTINENTAL  
ENTERPRISES, INC.



Patricia A Hasard, Representative



Stanley Carroll, President